

Louisville Metro Government

Equity Impact Statement

Fiscal Year 2022-2023

Pursuant to [LMCO 30.03](#) and Ordinance No. 19, Series 2021, all Metro agencies are required to complete an equity review for each departmental budget proposal, which provides the Metro Council with a holistic assessment of how equity is prioritized and addressed within department budgets. As a result, each department must develop an Equity Impact Statement every fiscal year. Please complete this form, include required signatures, and submit to the Office of Equity, no later than Friday, April 8th, 2022.

Name of Department: Economic Development

1. Has this department implemented and utilized any Racial Equity Assessment Tool developed by the Office of Equity, the Center for Health Equity, or any other equity tool to determine whether budget requests and annual allocations benefit or burden communities or any person or population that has historically suffered under and been impacted by discriminatory practices, policies, and procedures? ☒ Yes ☐ No

If yes, please explain.

The Economic Development department identified key community organizations that exist to provide equitable access to additional business development resources, to black, minority, immigrant and businesses to low to moderate income areas.

2. Has this department utilized information from any Racial Equity Assessment Toolkit or Racial Equity Impact Assessment Worksheet, or any other equity tool to advance equity and justice? ☐ Yes ☒ No

If yes, briefly explain the projects.

3. Department Vision Statement. The Equity Vision Statement is an inspirational statement of the department's idealistic future for equity meant to inform others on what the department believes, how it will behave, and what types of decisions it will make in the future. What is the published vision statement for this department?

Was there a change in the department's Equity Vision Statement? ☐ Yes ☒ No

The Department of Economic Development provides accessible assistance for local businesses to find solutions for economic growth and retention, all while maintaining an intentional equitable focus around minority-, female-, and disabled-owned businesses, and ensuring equitable economic opportunity and impact.

4. The Department Equity Goals. These are the conditions aimed to achieve in the community and within Louisville Metro Government to attain the outcome of the established Equity Vision (e.g., to train, serve, distribute). Please list the equity goals for this department for Fiscal Year 2022-2023 using the SMART Framework, the tool used to plan and achieve goals using the following elements- Specific, Measurable, Achievable, Relevant, and Time-based. Each element of the SMART Framework works together to create a goal that is carefully planned, clear, and trackable.

Was there a change in the department's Equity Goals? ☐ Yes ☒ No

- 1) Goal #1: Increase number of minority employees in local workforce in FY22
- 2) Goal #2: Increase number of new minority-owned businesses by 2% in FY22
- 3) Goal #3: Increase annual revenue for existing minority-owned businesses in FY22
- 4) Goal #4: Provide equity training to department staff in FY22

5. Key Performance Indicators (KPIs) are a set of quantifiable measurements used to gauge overall long-term performance. Key Performance Indicators are the critical indicators of progress toward an intended result and include points of measurements, such as input, output, activity, mechanisms, control, and/or time. Please list Key Performance Indicators related to your department goals:

Was there a change in the department's Key Performance Indicators? ☐ Yes ☒ No

- a. Goal #1 KPI: # minority employees added into the local workforce in FY22
- b. Goal #2 KPI: %age of # minority-owned businesses
- c. Goal #3 KPI: increased \$\$ revenue
- d. Goal #4 KPI: # of trainings; # of staff

6. Has the department's ability or inability to achieve the Equity Goals and/or perform according to the Equity Vision State or meet Equity Goals been noted in the subsequent proposed budget? ☒ Yes ☐ No

7. Were the Equity Goals from Fiscal Year 2021-2022 Accomplished? ☐ Yes ☒ No

Please list the stated equity goals for this department that were not accomplished.

The goals presented and approved are long-term, on-going goals for businesses in our community. These goals continue to be a part of our work and we continue to track progress from public data. Data sources also have a time lag therefore our reporting opportunity is delayed.

8. Please include the specific dollar amounts from the budget as a measure of expenses, savings, and revenue generated.

The ED team added two positions this year to help achieve these goals, an economic development manager specifically dedicated to West Louisville and an additional small business manager. Impact on our budget expenses totaled \$145,264.

9. Office of Equity Notes and Recommendations:

Economic Development indicates an intentional focus on MFDBEs and has made progress with the addition of an Economic Development Manager dedicated to West Louisville and a Small Business Manager. We believe the department recognizes the history of exclusion, under-utilization, and bias/overt discrimination against these business enterprises and is now actively seeking to correct these historical economic injustices. There are few, if any, more important departments of government for the reduction of the wealth gap in our society. We recommend emphasis in these efforts.

10. This Equity Impact Statement was REVIEWED by Benjamin Moore 4/21/2022
Department Director Date

11. This Equity Impact Statement was APPROVED by Jeff O'Brien 4/21/2022
Agency Chief Date

12. This Equity Impact Statement was APPROVED by Michael Meeks 4/22/2022
Chief Equity Officer Date

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Benjamin Moore

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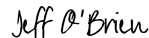
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Jeff O'Brien

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Director

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Chief Equity Officer

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Certified Delivered	Security Checked	4/22/2022 8:29:04 AM
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